

ADMINISTRATIVE - INTERNAL USE ONLY

22 November 1982

MEMORANDUM FOR: [ ] Personnel Officer  
DDS&T Staff

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FROM: [ ]  
FBIS/FLASC

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SUBJECT: DDS&T Personnel Recruitment in Puerto Rico  
1-5 November, 9 November and 12 November 1982

On 2 and 3 November 1982 I traveled with [ ] of the Agency's [ ] to the Mayaguez campus of the University of Puerto Rico to recruit engineers and other technical personnel for the Agency. Our contact in Mayaguez was Placement Office Director Ms. Doris Velez. We interviewed 21 candidates, among them mechanical, electrical and chemical engineers, as well as one computer engineer. The majority of these students had grade point averages above 2.5 and many had GPAs of 2.8 or better. Most of the candidates will graduate in May 1983, an advantage in view of the Agency's lengthy hiring process. Many of the candidates had studied or worked in fields of interest to the Agency, such as computer engineering, data processing (several knew FORTRAN, COBOL, Pascal, BASIC, PDP-11 assembly language and others), communications engineering and microelectronics. Virtually all the students we interviewed seemed interested in employment with the Agency. [ ] will forward copies of their resumes and Personal History Statements to DDS&T EEO Officer [ ] in view of her office's interest in minority hiring.

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On 9 November I visited the College of Engineers and Surveyors of Puerto Rico (Colegio de Ingenieros y Agrimensores de Puerto Rico--CIAPR), which is the professional society of engineers of Puerto Rico. There I met with Employment Officer Orlando Melendez and with Executive Director Jose Fraguada to discuss DDS&T personnel needs. Mr. Melendez gave me copies of the information sheets or resumes of 22 civil engineers, 3 electrical engineers and 3 mechanical engineers who had registered with the Employment Office. I am forwarding these to [ ] Two of the engineers, [ ] [ ] seemed so promising that I contacted them by telephone. Both seemed interested and I encouraged them to go to the CIAPR to review the literature I had left with the Employment Office.

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In addition to my visit to the Mayaguez campus with Norman Hill, at the request of FBIS I also contacted officials at the San German and Caguas campuses of the Inter-American University (IAU) and at the Catholic University in Ponce, Puerto Rico. At the IAU San German campus I met with Mrs. Nidia S. Lopez, the director of the university's student counseling center, and with Ms. Ligia Arce, the university's counselor for honor students. At the IAU Caguas campus I talked with Placement Officer Mr. Juan Torres, with Assistant Dean of Students Mrs. Miriam Serrano, and with Director of External Resources Ms. Patricia Pacifico. At the Catholic University in Ponce I met with Mrs. Ada Luz M. de Adaime, the director of the university's Employment Office, and with Sister Mary Martin, the head of the English Department. Although my principal purpose at these campuses was to inform the placement officers of FBIS needs for broadcast monitors in Key West, Florida, I also took the opportunity to mention DDS&T needs for engineers and other technical personnel. In fact, on 12 November, while interviewing students at the IAU campus in Caguas for the FBIS monitoring positions, I came across several candidates who were more interested in--and whose backgrounds seemed more suited to--DDS&T technical positions than in the FBIS positions. I am forwarding copies of their resumes to [REDACTED]

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During this trip [REDACTED] and I interviewed a number of students at the Mayaguez campus who seemed to be excellent candidates in terms of DDS&T needs. The only obvious difficulty we encountered was an imperfect command of English among a few of the candidates. However, these students informed us that since many of their textbooks and some of their classes are in English, they felt they were better able to read and write English than to speak it. It has been my experience as a native Spanish speaker that most people with an academic knowledge of English--as these students claim to have--will acquire adequate fluency in spoken English after 2 or 3 months of working in an English-speaking environment.

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In all cases the placement officers and other university officials I talked with were most cordial and very enthusiastic about Agency employment opportunities for their students. I particularly feel that the contacts with the placement officers at the various campuses and with CIAPR officials were very worthwhile. If candidates from these campuses or from the CIAPR are successful, it may prove beneficial to include one or more of these institutions in future Agency recruitment efforts.

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cc: [REDACTED]

DDS&T EEO Officer [REDACTED]

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DC/Ops/FBIS

C/FCS/FBIS

C/TSS/FBIS

FBIS Admin/P&TB

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